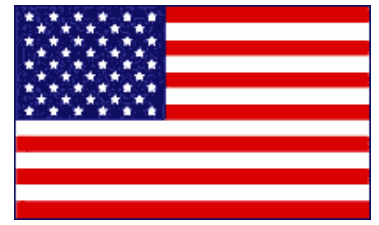




PORTLAND VA MEDICAL CENTER

*Portland, Oregon Division
Vancouver, Washington Division
Community Based Outpatient Clinics
Salem, OR Bend, OR
Camp Rilea (Warrenton, OR)*



NOTICE OF VACANCY *Amended

1. <u>Announcement Number</u> T38-10-0090-PS	2. <u>Title, Series, Grade, Salary</u> Social Worker FS GS-185-9/11 \$50,021-78,674 per annum (Based on full-time employment)	3. <u>Tour of Duty</u> Days M-F	4. <u>Duty Station</u> Mental Health Division Vancouver, Oregon
5. <u>Type & Number of Vacancies</u> Permanent 1 Full-time position	6. <u>Contact</u> Human Resources Assistant 503-273-5236	7. <u>Opening Date</u> 2/5/2010	8. <u>Closing Date</u> 2/19/2010

WHO MAY APPLY TO THIS ANNOUNCEMENT:

- Career or career conditional employees and permanent Title 38 employees of the Portland VA Medical Center eligible under the interchange Agreement. Included are permanent employees of the Willamette National Cemetery, Regional Office, Veterans Outreach Center and Veteran's Canteen.
- Any US Citizen.

MAJOR DUTIES:

The incumbent will perform specialized treatment of complex mental illness and/or substance use disorders. Activities include incorporating complex multiple causation in differential diagnosis and treatment of veterans, including making psychosocial and psychiatric diagnoses within approved clinical privileges or scope of practice. Also, the incumbent will need to provide individual, group, and family psychotherapy and advanced level case management interventions used in the treatment of veterans with polytrauma injuries, spinal cord injuries, traumatic brain injuries, visual impairment, post-traumatic stress disorder, substance use disorders, and other serious disorders. Additionally, the incumbent will develop and implement methods for measuring effectiveness of social practice and services in specialty areas, utilizing outcome evaluations to improve treatment services, while demonstrating the ability to design changes based on empirical findings, offer consultation to colleagues and students on the psychosocial treatment of veterans treated in specialty areas, rendering professional opinions based on experience and expertise and role modeling effective social work practice skills.

THIS POSITION IS IN THE BARGAINING UNIT

QUALIFICATION REQUIREMENTS:

Eligibility: U.S. Office of Personnel Management Qualification Standards Handbook and VA Handbook 5005, Pt II, Appendix G39 for GS-185 series applies and may be reviewed in the Human Resources Management Service office.

Basic Requirements:

- **Education:** Have a master's degree in social work (MSW) from a school of social work fully accredited by the Council on Social Work Education (CSWE). Graduates of schools of social work that are in candidacy status do not meet this requirement until the school of social work is fully accredited. A doctoral degree in social work *may not* be substituted for the master's degree in social work.
- **Licensure:** Persons hired or reassigned to social worker positions in the GS-185 series in VHA must be licensed or certified by a state to independently practice social work at the master's degree level. Current state requirements may be found on the OHRM website.
- **Exception.** VHA may waive the licensure or certification requirement for persons who are otherwise qualified, pending completion of state prerequisites for licensure/certification examinations. This exception only applies up to the full performance level. For grade levels above the full performance level, the candidate must be licensed or certified. For grades below or at the full performance level, VHA social workers who are not licensed or certified at the time of appointment must become licensed or certified at the independent, master's level within 3 years of their appointment as a social worker. Most states require 2 years of post-MSW experience as a pre-requisite to taking the licensure/certification exam, and VHA gives social workers one additional year to pass the licensure/certification exam. It is VHA policy that a VHA social worker who does not yet have a license that allows independent practice must be supervised by a licensed independent practitioner of the same discipline who is a VA staff member and who has access to the electronic health record.
- **Failure to Obtain License or Certification.** In all cases, social workers must actively pursue meeting state

(Continued on next page)

prerequisites for licensure or certification starting from the date of their appointment. At the time of appointment, the supervisor, Chief Social Work or Social Work Executive will provide the unlicensed/uncertified social worker with the written requirements for licensure or certification, including the time by which the license or certification must be obtained and the consequences for not becoming licensed or certified by the deadline. Failure to become licensed or certified within the proscribed amount of time will result in removal from the GS-185 social work series and **may** result in termination of employment.

- **Loss of Licensure or Certification.** Once licensed or certified, social workers must maintain a full, valid and unrestricted independent license or certification to remain qualified for employment. Loss of licensure or certification **will** result in removal from the GS-185 social work series and **may** result in termination of employment

Experience, Education and Licensure: GS-9 is the entry level grade for the GS-185 social work series and is used for social workers with less than one year of post-MSW experience and for social workers who are not yet licensed or certified at the independent practice level. Social workers at the GS-9 level are working toward completion of prerequisites for licensure or certification. In addition, the candidates must demonstrate the KSAs in subparagraph (b) below. GS-11 full performance level requires completion of a minimum of one (1) year of post-MSW degree experience in the field of health care social work (VA or non-VA experience) and licensure or certification in a state at the independent practice level.

Substitution of Education for Experience: In addition to meeting basic requirements, a doctoral degree in social work from a school of social work may be substituted for the required one (1) year of professional social work in a clinical setting. In addition, the candidate must demonstrate the KSAs listed below. **If using education as a substitute for experience, please submit a copy of your college transcripts with application packet.**

BASIS OF RATING: (Knowledge, Skills, Abilities (KSAs))

Applicants must demonstrate through their experience or education that they possess the following published KSAs (from VA Handbook 5005) for the grade at which they wish to apply (and grades below that grade if applicable):

For GS 9:

1. Ability to provide psychosocial treatment to a wide variety of individuals from various socio-economic, cultural, ethnic, educational, and other diversified backgrounds. This requires knowledge of human development and behavior (physical and psychological), and the differential influences of the environment, society, and culture
2. Ability to work with patients and families who are experiencing a variety of psychiatric, medical, and social problems utilizing individual, group, and family counseling skills. Work with more complex problems is done under close supervision. With guidance from the social work supervisor, ability to assess the psychosocial functioning and needs of patients and their family members, and to formulate and implement a treatment plan, identifying the patient's problems, strengths, weaknesses, coping skills, and assistance needed.
3. Basic knowledge of psychosocial treatment modalities and, under supervision, ability to implement treatment modalities in working with individuals, families, and groups to achieve treatment goals. This requires judgment and skill in utilizing supportive, problem solving, or crisis intervention techniques.
4. Ability to establish and maintain effective working relationships with clients, staff, and representatives of community agencies. Ability to communicate effectively, both orally and in writing, with people from varied backgrounds.
5. Knowledge of medical and mental health diagnoses, disabilities, and treatment procedures. This includes acute, chronic, and traumatic illnesses/injuries; common medications and their effects/side effects; and medical terminology.
6. Basic skill in the use of computer software applications for drafting documents, data management, and tracking. Ability to learn and utilize software programs in use by VHA.

For GS 11:

1. Knowledge of community resources, how to make appropriate referrals to community and other governmental agencies for services, and ability to coordinate services.
2. Ability to independently assess the psychosocial functioning and needs of patients and their family members and to formulate and implement a treatment plan, identifying the patient's problems, strengths, weaknesses, coping skills and assistance needed, in collaboration with the patient, family and interdisciplinary treatment team.
3. Ability to independently conduct psychosocial assessments and provide psychosocial treatment to a wide variety of individuals from various socio-economic, cultural, ethnic, educational and other diversified backgrounds. This requires knowledge of human development and behavior (physical and psychological) and the differential influences of the environment, society and culture.
4. Knowledge and experience in the use of medical and mental health diagnoses, disabilities and treatment procedures. This includes acute, chronic and traumatic illnesses/injuries, common medications and their effects/side effects, and medical terminology
5. Knowledge of psychosocial treatment and ability to independently implement treatment modalities in working with individuals, families and groups who are experiencing a variety of psychiatric, medical and social problems to achieve treatment goals. This requires independent judgment and skill in utilizing supportive, problem solving or crisis intervention techniques.

6. Ability to independently provide counseling and/or psychotherapy services to individuals, groups and families. Social workers must practice within the bounds of their license or certification. For example, some states may require social workers providing psychotherapy to have a clinical level of licensure.
7. Ability to provide consultation services to other staff about the psychosocial needs of patients and the impact of psychosocial problems on health care and compliance with treatment. Ability to provide orientation and coaching to new social workers and social work graduate students. Ability to serve as a field instructor for social work graduate students who are completing VHA field placements.
8. Ability to independently evaluate his/her own practice through participation in professional peer review case conferences, research studies, or other organized means.
9. Knowledge and skill in the use of computer software applications for drafting documents, data management, and tracking, especially those programs in use by VHA.

CONDITIONS OF EMPLOYMENT:

This is an Excepted Appointment. Excepted service positions have been excepted from the requirements of the competitive service by law, Executive Order, or by OPM regulation (5 USC 2103 and 5 CFR part 213). Public law No. 108-170 converts this occupational series from the competitive civil service to the Hybrid Title 38 employment system.

Applicants without prior federal service will be appointed at step one of the grade

Although the duty station is shown in this announcement, it may be necessary to utilize the selected person's services at a different location within the Portland VA Medical Center commuting area if conditions require it in the future

Under Executive Order 11935, only United States citizens and nationals (residents of American Samoa and Swains Island) may compete for civil service jobs. Agencies are permitted to hire noncitizens only in very limited circumstances where there are no qualified citizens available for the position.

All information submitted to this VA Medical Center is subject to verification by VetPro.

If you are a male born after December 31, 1959, and are at least 18 years of age, civil service employment law (5 U.S.C. 3328) requires that you must register with the Selective Service System, unless you meet certain exemptions.

A security clearance and a favorable suitability determination are required. Misconduct in prior employment, criminal, dishonest or disgraceful conduct, habitual use of intoxicating beverages, abuse of narcotics, drugs or other controlled substances, or reasonable doubt of loyalty to the United States are examples of reasons an offer of employment may be denied.

A drug test may be required for an applicant who is tentatively selected.

A pre-employment physical examination will be required for an applicant who is tentatively selected.

Applicants appointed to direct patient care positions must be proficient in spoken and written English as required by 38 USC 7402(d) and 7407(d).

[VACareers](#) has descriptions of all Title 38 Jobs and their benefits.

This agency provides reasonable accommodations to applicants with disabilities. If you need a reasonable accommodation for any part of the application and hiring process, please notify the agency. The decision on granting reasonable accommodation will be on a case-by-case basis

The United States Government does not discriminate in employment on the basis of race, color, religion, sex, national origin, political affiliation, sexual orientation, marital status, disability, age, membership in an employee organization, or other non-merit factor.

It is the policy of the Department of Veterans Affairs that all Federal wage and salary payments are paid to employees by Direct Deposit/Electronic Funds Transfer (DD/EFT).

HOW TO APPLY:

US Citizens must submit:

1. [VA Form 10-2850c, Application for Associated Health Occupations](#)
2. Resume or CV
3. [OF-306, Declaration for Federal Employment](#) (January 2001 version or later).
4. Veterans Preference:
 - a. DD-214, Military Discharge Paper (member copy #4 for July 1979 or later editions) (For 5 Point Veteran's Preference).
 - b. [SF-15, Application for 10-point Veteran Preference](#) (December 2004 version or later)
 - c. VA letter of service-connected disability rating dated 1991 or later.
5. SF-50, Notification of Personnel Action (if applying as a current or former federal employee).
6. Copies of all current licenses, registrations, or certifications (applicable to job).
7. **A copy of your college transcripts**

All application packets must be received in Human Resources by Close of Business (COB) on 2/19/2010.

Application forms may be obtained in Human Resources Office or on our external website,

<http://www.visn20.med.va.gov/Portland/mc/hr>

Applications may be mailed to:

Portland VA Medical Center, P4HRMS

Attn: T38-10-0090-PS

Or brought in person to:

Portland VA Medical Center

3710 SW US Veterans Hospital Rd

APPLICANT'S PLEASE NOTE:

- Education must be accredited by an accrediting institution recognized by the U.S. Department of Education in order for it to be credited towards qualifications (particularly positions with a positive education requirement.). Therefore, applicants must report only attendance and/or degrees from schools accredited by accrediting institutions recognized by the U.S. Department of Education.
- Applicants can verify accreditation at the following website: <http://www.ed.gov/admins/finaid/accred/index.html>. All education claimed by applicants will be verified by the appointing agency accordingly.
- Foreign Education: To receive credit for education completed outside the United States, you must show proof that the education has been submitted to a private organization that specializes in the interpretation of foreign educational credentials and such education has been deemed at least equivalent to that gained in conventional U.S. education programs.

IMPORTANT NOTICE ABOUT APPLICANT'S RESPONSIBILITY:

- It is the applicant's responsibility to submit documentation to support his/her application for this position. Applicant is responsible for ensuring that all experience, formal training, award recognition, etc. are documented in the application package. Experience may include voluntary or other non-paid experience in the appropriate field. If you feel that your training record contains information pertinent to your qualifications, then you must submit a printed copy of your training record with your application package. Your training record will become part of the specific vacancy file and will not be filed in Official Personnel Folder. Human Resources Management Division will not photocopy any application material; applicants are responsible for making photocopies prior to submitting applications.
- **It is the responsibility of the applicant to ensure timely receipt of the application, regardless of the method used for submission. The VA assumes no responsibility for the late delivery of applications (i.e. postal service delays). The Portland VA Medical Center will not accept FAX, or emailed applications or applications in a US government envelope.**